



STATE OF CONNECTICUT
OFFICE OF POLICY AND MANAGEMENT

Office of Labor Relations

July 29, 2011

General Notice 2011-18

TO: Labor Relations Designees

SUBJECT: Layoff Language Clarification

It is come to our attention that there has been some confusion regarding the language of the layoff notices issued to bargaining unit members who are **permanent state employees and represented by SEBAC-member units**.

These permanent, Executive branch employees should be told that - (1) if the Revised 2011 SEBAC Agreement is ratified **AND** (2) the individual bargaining unit agreement of which the employee is a member is also ratified, the employee will be granted the job security protection of the Agreement, unless the employee is in one of the categories specifically excluded.

This means that regardless of the wording of their layoff notice/letter (e.g., lack of work, organization, etc.), the employee will be returned to work if they have been laid off prior to ratification OR their layoff notice will be rescinded, as applicable, subject to the exceptions outlined in the 2011 SEBAC Agreement.

The following individuals are not afforded layoff protection under the Agreement:

- “i. employees in the initial working test period;
- ii. those who leave at the natural expiration of a fixed appointment term, including expiration of any employment with an end date;
- iii. expiration of a temporary, durational or special appointment;

- iv. non-renewal of a non-tenured employee (except in units where non-tenured have permanent status prior to achieving tenure);
- v. termination of grant or other outside funding specified for a particular position;
- vi. part-time employees who are not eligible for health insurance benefits.”

Therefore, other than the exceptions noted above, a permanent employee, who is a member of a bargaining unit, who has been laid off or has been noticed for layoff will be either returned to work or have their notice rescinded. The employee will be reinstated or will continue to be employed, although in some cases, the employee may be placed in a comparable job opportunity as provided in the SEBAC Agreement.

This layoff protection is not available to individuals who are not members of a collective bargaining unit.

Agency Labor Relations Designees with questions may contact the Office of Labor Relations at 418-6447.

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